

Rowing Director (Part Time)

Position Description

Fahan School Background

Established in 1935, Fahan School is located on a stunning 6.2 hectare campus in the attractive Hobart suburb of Sandy Bay - a ten minute drive from Hobart's CBD.

Fahan School is an independent, non-denominational day and boarding school for girls from Kinder to Year 12 on one campus. Fahan students enjoy state-of-the-art facilities, spectacular grounds, a nurturing wellbeing program and have an outstanding academic record.

Fahan School provides a strong academic program within a friendly, inclusive culture and prides itself on being the outstanding school for girls in Tasmania. In 2020, an outstanding 36% of our girls obtained ATARs of 95+, placing them in the top 5% of students nationally. This is not an anomaly, as over the last 12 years, Fahan School has had the highest percentage of Year 12 students achieving university entrance of any school in the State. These results continue a tradition of excellence at Fahan of which we are very proud.

Fahan School is committed to maintaining its strong family-oriented community, offering small class sizes, where the girls are valued and nurtured in a positive and caring learning environment.

Philosophy

Fahan School is dedicated to excellence in education for girls and the realisation of each student's potential, providing a balanced curriculum encompassing academic, cultural, physical and practical areas of learning. Fahan is a non-denominational school with a Christian ethos.

Our Vision: To enlighten, inspire and ignite young minds and hearts.

Our Mission: To create a community in which all people flourish. To instil a deep love of learning and the development of right principles that empower each Fahan girl to step confidently into her future.

Our Values: Our values represent the deepest beliefs and sentiments to which we can aspire, and they shape our School Community.

Learning

We foster a culture of inquiry for knowledge and truth.

The pursuit of these is fuelled by curiosity, creativity, and a strong desire for achieving personal excellence. We encourage initiative and innovation, independence and flexibility.

Spirit

We honour our founders by living the true spirit of Fahan.

Our spirit is defined by courage, integrity and honesty. We are proud of who we are and celebrate our individuality.

Community

Care, connection and belonging empowers every individual to flourish at Fahan School.

Kindness, gratitude and respect are found in all our words and deeds. We take a genuine interest in the wellbeing of others and we celebrate difference and diversity.

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Co-Curricular And Extra Curricular Activities

Fahan School offers its students an extensive co-curricular program which assists in the development of specific skills, confidence and commitment. Students can participate in activities such as sport, music, visual arts, performing arts, debating, public speaking, student leadership, community service, exchange programs and intrastate, interstate and overseas trips. In all these activities, our students consistently achieve results above and beyond expectation.

ROWING PROGRAM

Rowing at Fahan is aimed at providing students with the opportunity to gain a sense of responsibility towards others, self improvement, time management, enjoyment, fitness and teamwork.

POSITION DESCRIPTION

The Rowing Director is responsible for coordinating Fahan School's participation in rowing and acts as a link between the School, the rowing coaches, the Fahan rowing students, the Fahan School Rowing Club (parents) and the wider rowing community beyond the School.

The Rowing Director will promote the reputation and vision, mission and values of Fahan School through effective communication about sporting events, detailed planning and maintaining effective relationships with all stakeholders involved in the School's sporting program.

Reports to: Principal

Key Liaisons:

- Principal
- Deputy Principal
- Business Manager
- Coordinator of Sport – Senior School
- Marketing and Communications Manager
- Maintenance Manager
- Fahan School Rowing Coaches and Volunteers
- Fahan School students
- Fahan School parents
- Sandy Bay Rowing Club Members and Officials
- Rowing Tasmania School's Commission

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Key Responsibilities

Leadership of the program

- Support and foster rowing at Fahan School in alignment with the vision, mission and values of the School including ensuring the values of spirit and participation are fostered at all levels of the program;
- Act as liaison between Fahan School, Fahan students, and Fahan Rowing parents;
- Contribute to strategic planning for rowing, in consultation with the Rowing Management Committee;
- In conjunction with the Coordinator of Sport – Senior School, assist in the recruitment of rowing coaches;
- Represent the School at Sandy Bay Rowing Club meetings, Rowing Tas meetings, SATIS Rowing meetings, and Fahan School Rowing Club meetings;
- Take responsibility for the selection and appointment of Captain of Boats, with support from coaches, and final approval from the Principal;
- In conjunction with the Coordinator of Sport – Senior School and rowing coaches, monitor and record student achievements for award presentations;
- Organise and lead recruitment information evenings;
- In consultation with the Coordinator of Sport – Senior School, maintain, communicate and make available the Rowing Handbook, ensuring it is up to date and a valued and useful source of guidance for the Fahan School Rowing Club.

Management of the program

- Coordinate and organise transport to and from training, camps and Regattas for students;
- Oversee that all interested students are provided with opportunity to participate in rowing and rowing races;
- Take responsibility for the organisation of rowing camps;
- Attend rowing camps, regattas and other events and provide assistance with supervision and management of students;
- Management of boat loading and unloading for regattas and rowing camps;
- Monitor student rowers in relation to attendance and participation at training, camps and regattas;
- In conjunction with the rowing coaches, race entries, boat allocations and transport are to be coordinated;
- In conjunction with the rowing coaches, manage and develop the training program to incorporate off-water fitness training programs.

Rowing WHS

Lead and promote safety and sound risk management practices in the direction of the program's activities including, but not limited, to:

- Arrange capsizing drill for all students involved in rowing;
- Arrange testing and sight evidence of sound swimming capability of all students involved in rowing;

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- Ensure that all coaches and volunteers have the required Working with Vulnerable Persons Registration for child protection purposes;
- In conjunction with the Safety Officer, ensure coaches are inducted in student behaviour management practices, protective practices, health and safety and equipment;
- In conjunction with the Safety Officer, ensure that relevant personnel hold required licenses and operational skills to ensure the safe use of all rowing equipment, boats, trailers and vehicles;
- Implement appropriate measures, including risk analysis and assessment, to ensure the safety of student rowers and others involved in the Fahan School rowing program at all rowing activities and events, including supervision, first aid and communication.

Community Engagement

- Communicate regularly, consistently and clearly with rowers and parents regarding all aspects of the program;
- Ensure that Fahan rowers and their families are informed of relevant competition, selection and logistical arrangements for regatta participation in a timely, efficient and when required, sensitive, manner;
- In conjunction with the Marketing and Communications Manager, ensure that the Fahan School Community is informed of the students' achievements and successes via School newsletters and social media channels as appropriate;
- Contribute to and attend relevant School and rowing events that provide an opportunity to build community engagement and/or fundraising;
- In conjunction with the Rowing Club parents, assist in organising and attend the Rowing Club's annual end of season celebration.

Program Assets and Finance

- Ensure all required and requested rowing items are budgeted for in accordance with the School's budget process and in consultation with the Business Manager;
- Support and provide advice on the program's longer term capital planning decisions including maintenance and priorities for capital replacement;
- Operate the rowing program within budget parameters and keep accurate records of expenditure;
- Take responsibility for the maintenance of rowing equipment and facilities to ensure they are well maintained and in a safe condition;
- Meet with the Business Manager in relation to rowing fees and all other rowing financial matters.

Work Health and Safety

- Comply with the requirements of all applicable Work Health and Safety legislation and Fahan School Work Health and Safety policies and procedures.
- Work closely with the Compliance, Health and Safety Officer to provide support in risk management and mitigation.

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Code Of Conduct

- Abide by Fahan School's Code of Conduct in the performance of all duties.
- Exercise discretion and maintain the confidence of the Fahan School Community concerning the activities of the School.

Child Safety

Adhere to [Fahan School's Child Safe Policy](#).

SELECTION CRITERIA

Relevant Capabilities

- Model the values of the School and through words and personal actions inspire others to do the same;
- Develop respectful and enduring relationships with a diverse range of people;
- Exercise discretion and good judgement on complex matters;
- Uphold the School's Code of Conduct and the Code of Conduct – Rowing including the ability to work with a high level of concern for workplace safety and the personal safety of all in our School Community;
- Ability to think logically and solve problems within a team environment;
- High level of administrative and organisational skills;
- Excellent communication skills, both written and verbal, that can be used effectively with staff, students and parents;
- Ability to work independently, be self-motivated and proactive and also be an active and supportive contributor in a team environment;
- Excellent time management skills and an ability to prioritise workload;
- Experience in people management skills, in particular negotiation and conciliation;
- Flexibility and willingness to assist others in the team;
- Working with Vulnerable Persons Registration and a National Police Clearance check for child protection purposes.

Required Qualifications and Experience

Essential

- A safe driving record as determined by a review of a current National Police History Record Check;
- Ability to drive a bus with more than 12 seats by holding a current Medium Rigid Vehicle Licence as recognised by the Tasmanian Department of Infrastructure, Energy and Resources; or the ability to acquire such a licence;
- Coaching qualifications and experience in supporting athletic development and sportsmanship to high levels of competition;
- Knowledge of and experience working with contemporary safety management practices;

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- Proven experience in successful financial, resource, people and safety management;
- Proven ability to understand and relate to female students of all ages;
- Demonstrated ability to integrate contemporary information and communication technology (ICT) strategies into relevant work practices;
- Proven capacity to employ a variety of contemporary information technology (IT) solutions and relevant ICT tools for personal effectiveness and workplace efficiency;
- Senior First Aid Certificate or ability to attain.

Desirable

- Experience working in a relevant learning environment for children and families;
- Experience in motivating and managing a volunteer workforce;
- Experience in School or educational environments;
- Significant experience operating within rowing and/or sporting clubs.

Status

Part-time during the Rowing Season.

Remuneration

To be negotiated with the successful applicant and in accordance with the Fahan School (General Staff) Enterprise Agreement 2021.

Applicants are to submit their CV with a letter addressing the Selection Criteria, together with a completed Application Form, to the Principal at employment@fahan.tas.edu.au by 4:00pm Friday 28 May 2021.

Please direct any enquiries to Penny Curran-Peters, Principal, via email at employment@fahan.tas.edu.au